# DRIVER EVALUATION POINT SYSTEM

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The purpose of the Driver Evaluation Point System is to provide guidelines for WCIA Members to evaluate an applicant's or current employee's driving record to determine eligibility for a member position when driving is a function of the job.

## **ONCE A MVR IS RECEIVED:**

- 1. The driver's Motor Vehicle Record (MVR) is compared with this Driver Rating Guide to determine a point total.
- 2. This point total is compared with this Driver Rating Guide to determine the individual's driving acceptability.

### THINGS TO KEEP IN MIND:

- 1. The history of driving-related violations is an important aspect to be considered when the job involves driving. You should not base any hiring, promotion, or transfer decisions solely on this one factor, though a high score indicates that the applicant or employee may pose an unreasonable risk that should be seriously considered in your decision-making process.
- 2. The job the individual may perform or is performing may not relate to certain violations listed in the Driver Point Value Guide. You should consider the applicability of the individual's past violations to the job the applicant or employee will perform.
- 3. Review the details of the violations listed on the MVR with the applicant/employee to determine if any extenuating circumstances exist regarding the violation.
- 4. Accidents listed on MVR's are coded with a two-digit number (e.g. 01-CAR, 02-CAR) that indicates the number of vehicles involved in the particular accident. This number is <u>NOT</u> an indication the driver was or was not at fault.
- 5. Certain violations now appear on a driving abstract in perpetuity. Under Washington State law, you are not allowed to consider violations that occurred more than ten years ago, unless the position involves law enforcement, school districts, or the direct responsibility for children or mentally ill, developmentally delayed, or vulnerable adults. Federal law imposes no similar date restriction, but requires employers to take into account the age of the violation, the nature of the violation, and the relationship of the violation to the job.

#### **DRIVER RATING GUIDE**

This is a point system to determine if current employees or potential new employees are eligible to operate a motor vehicle within the scope of their employment, based on their driving history.

Compare the moving violations listed on the driver's abstract (a five year record review is recommended) to this rating guide. Assign points to the violations as indicated and total the points.

<u>0 to 3 points</u> indicates an acceptable rating as a driver.

<u>3 or 4 points</u> indicate a questionable driver rating. Management should give consideration prior to placing or maintaining this individual in a driving position.

<u>5 or more points</u> indicate unacceptability. Management should give serious consideration to not placing or maintaining this individual in a driving position.

### DRIVER POINT VALUE GUIDE

This guide is used to determine points associated with each violation listed on the individual's MVR

### **POINTS EXPLANATION**

# NON-SPEED-RELATED MOVING VIOLATIONS

2	At Fault Accident
1	Fail to stop at scales
1	Over weight/height/length
1	Improper turn (cutting corners)
1	Prohibited turn (U-turn)
1	Improper lane change
1	Improper lane travel
2	Driving on shoulder, on sidewalk
1	Improper backing
1	Failure to (or improper) signal
1	Failure to yield right of way: - at yield sign - at uncontrolled intersection - during left turn against traffic - at traffic obstructed intersection - on private road - to emergency vehicle - while starting from a parked position - slow-moving traffic to pull off road

	- failure to yield to pedestrian
2	Disobey signal person or officer
2	Driving wrong way - on one-way street (or freeway) - straddling or over center line - driving on wrong side of road/cross divider
2	Failure to Stop - steady red signal, steady red arrow, stop sign - flashing signal - intersection other than arterial - train signal - certain railroad grade crossings - emerging from alley or driveway - for school bus
1	Disobey road sign - lane direction control signal - school patrol
1	Driving without lights after dusk
1	Failure to dim headlights
1	Seat belt - driver or passenger
1	Following too closely
2	Improper passing - insufficient distance - on hill, curve or within 100 feet of intersection - in no passing zone
1	Overtaking or passing on the right
2-3	Open container law violation - driver (3) or passenger (2)
1	Illegal or missing vehicle equipment
1	Impeding traffic - blocking - slow-moving vehicle
2	Violating license restrictions (medical, vision, equipment)
1	Defective equipment - muffler/exhaust
1	Crossing fire hose
2	Headphones, Cell phone or TV

1	Obstructed vision or control
1	No shields or mirrors (Motorcycle)
2	Inattention to driving
1	No license on person - driving without CDL license
1	No proof of liability insurance
4	Driving with a suspended/revoked/canceled license
	SPEED-RELATED MOVING VIOLATIONS
1	Speed too fast for conditions
1	Speed - basic rule
2	Negligent driving – 2 <sup>nd</sup> degree
3	Reckless - driving - endangerment - endangerment in construction zone
5	Racing
	CRIMINAL VIOLATIONS
3	Fail to secure load (safety chains/devices) – 1 <sup>st</sup> Degree
2	Fail to secure load (safety chains/devices) – 2 <sup>nd</sup> Degree
3	Negligent Driving – 1 <sup>st</sup> degree
5	Hit and run - occupied vehicle - unoccupied vehicle
5	DUI / Physical Control
5	Driving a vehicle in the commission of a crime or vehicular assault or homicide